

From: "Blair Taylor" <btaylor@memphistomorrow.org>
To: "William L. Gibbons (wgibbons)" <wgibbons@memphis.edu>
"Ben Adams" <badams@bakerdonelson.com>
Moore.Johnny <Johnny.Moore@SunTrust.com>
Date: 8/13/2018 3:33:23 PM
Subject: RE: Alex's presentation for MT board meeting

Bill, our MT group needs to see that there's some competent/intelligent action underway to address the problem. In my view, the situation is in major fail mode. I'm trying not to say that out loud, and to remain hopeful that they can get their act together. We've been hearing the same stuff/solutions over and over and over again for 18 months (two years on Blue Path which is the perfect program handed to them on a silver platter and yet they've burned through two staff leaders/coordinators of the program both of whom have failed miserably and resulted in only 4 in the program this second year!

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From: William L. Gibbons (wgibbons) <wgibbons@memphis.edu>
Sent: Monday, August 13, 2018 2:21 PM
To: Blair Taylor <btaylor@memphistomorrow.org>; Ben Adams <badams@bakerdonelson.com>; Moore.Johnny <Johnny.Moore@SunTrust.com>
Subject: Re: Alex's presentation for MT board meeting

I think this more than enough (maybe too much).

Bill Gibbons

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From: Blair Taylor <btaylor@memphistomorrow.org>
Sent: Monday, August 13, 2018 2:13 PM
To: Ben Adams; Moore.Johnny; William L. Gibbons (wgibbons)
Subject: Alex's presentation for MT board meeting

Ben, Johnny, Bill -- Here's the slide deck that Alex put together for our MT board meeting (following our prep

meeting with her, doug and Strickland Friday). Thought you might like to peruse it ahead of time.

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From: Smith, Alexandria <Alex.Smith@memphistn.gov>
Sent: Monday, August 13, 2018 1:55 PM
To: Blair Taylor <btaylor@memphistomorrow.org>; McGowen, Doug <Doug.McGowen@memphistn.gov>
Subject: RE: Q1 FY19 MPD Recruiting and Retention Update - DRAFT

Attached is the final. We will make 25 copies.

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From: Blair Taylor <btaylor@memphistomorrow.org>
Sent: Monday, August 13, 2018 1:01 PM
To: Smith, Alexandria <Alex.Smith@memphistn.gov>; McGowen, Doug <Doug.McGowen@memphistn.gov>
Subject: RE: Q1 FY19 MPD Recruiting and Retention Update - DRAFT

Thanks Alex. This looks great! Couple of thoughts for your consideration:

- On slide 4, it would be helpful to have a column with the baseline numbers and baseline date. Also, you may want to clarify what Police recruit means. (in training, graduated since x date?, etc)
- On slides 6 and 8, i think it would be best to give a full slide each for recruitment challenges/solutions and retention challenges/solutions, with the challenges and solutions giving a bit more detail (e.g. describe resources, team completion, etc -- I think a short sentence for each would do) And you might want to load each challenge into a table with three columns, with corresponding solutions implemented to date: in column 2, and solutions pending in column 3.

I think the key is to help make clear the challenges faced, the fact that you ve implementing some solutions and are tracking whether those solutions are working or not, and that you re preparing to take a next round of steps /solutions in addressing what doesn t seem to be working (or working as well as you d hoped) thus far.

I defer to you guys but at this point I don't think I'd ask for additional resources. I would be glad though to brainstorm community solutions with you. This is partially why I think a small advisory team of MT HR folks could be helpful. It would be helpful and likely bear more fruit if they suggest supports vs you making additional asks directly to this group.

Thanks for the opportunity to provide input. Really appreciate that!

Blair

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From: Smith, Alexandria <Alex.Smith@memphistn.gov>
Sent: Sunday, August 12, 2018 11:52 AM
To: McGowen, Doug <Doug.McGowen@memphistn.gov>; Blair Taylor <btaylor@memphistomorrow.org>
Subject: Q1 FY19 MPD Recruiting and Retention Update - DRAFT

Attached is my draft presentation for this Tuesday. Please let me know if this looks on track with what we discussed on Friday.

rttttt